

personality profile of said employment seeker, based on said comparing.

AS  
cont'd  
27. (New) A computer readable medium, storing computer software that when loaded into a computing device, adapts said computing device to perform the method of claim 22.

---

**REMARKS**

The Applicants wish to thank the Examiner for his time and consideration during a telephone interview with applicant's representative on May 1, 2002.

Claims 1-27 are pending. Claims 1, 3, 4, 18 and 19 have been amended solely for clarity.

As discussed, with the Examiner, the pending claims are directed to a method, system and software for matching employment candidate to actual employment positions. Information about available employment positions is stored. Any employment candidate is presented with identifiers of those employment positions for which defined personality traits, as reflected by stored employment position data, match data reflective of the personality traits/profile of the candidate. Effectively then, available employment positions are filtered and presented based on the personality profile of the applicant.

Advantageously, matching employment candidates as claimed ensures employers that their employment positions are identified to candidates having suitable personality profiles. Candidates are similarly ensured that job positions suiting their personality profiles are identified. As well, candidates may be presented with available employment positions that they had not previously considered, based on their personality profiles. Moreover, candidates may be presented with available employment positions with employers that they had not

previously considered.

Neither U.S. Patent No. 6,272,476 to Durand nor U.S. Patent No. 6,289,340 to Puram applied by the Examiner in the December 4 Office Action in rejecting claims 1-20 under 35 USC 103, suggest use of personality profiles to filter actual available employment positions/opportunities identified to a candidate. Durand, for example, matches traits/characteristics to preferences to locate to matches. Puram uses skills to match candidates to positions. As such, neither Durand nor Puram could lead a person of ordinary skill to the claimed invention of independent claims 1, 18 and 19. Allowance of these claims and those dependent thereon is therefore earnestly solicited.

New claims 21-27 are presented for consideration by the Examiner. It is believed that these claims too are in condition for allowance.

Attached hereto is a marked-up version of the changes made to the specification and claims by the current amendment. The attached pages are captioned "Version with markings to show changes made".

No new matter has been added by this amendment.

Application No. 09/386,641  
Group Art Unit: 2163

- 9 -

In view of the foregoing, favorable reconsideration and allowance of the present application are earnestly solicited.

Respectfully submitted,



David P. Gordon  
Registration No. 29,996

GORDON & JACOBSON, P.C.  
65 Woods End Road  
Stamford, Connecticut  
06905 U.S.A.

Telephone: (203) 329-1160  
Fax: (203) 329-1180

May 6, 2002  
92265-1 MZ/kek  
Encl.

**VERSION WITH MARKINGS TO SHOW CHANGES MADE**

1. (Amended) A method of matching an employment candidate to specific employment positions from multiple employers, comprising:

- a. for each of a plurality of available employment positions, receiving employment position data measuring a plurality of defined personality traits for suitable candidates for [each] that employment position [from said employees];
- b. storing said received employment position data;
- c. receiving individual candidate data, representative of a personality [traits] profile for [an individual] said employment candidate;
- d. comparing said individual candidate data with said employment position data to produce a list of potential employment positions for said candidate, from said employment positions, said list identifying those of said employment positions for which defined personality traits, as reflected by said employment position data, match said individual candidate data;
- e. providing said list to said candidate.

3. (Amended) The method of claim 1 further comprising, providing said candidate with a candidate questionnaire in order to determine said individual candidate data and thereby assess said personality profile.

4. (Amended) The method of claim 3, further comprising providing an employee questionnaire to successful employees, filling each of said specific employment positions. to determine said employment position data thereby assessing said

plurality of defined personality traits for said each of said plurality of employment positions.

18. (Amended) A computer readable medium, storing computer software that when loaded into a computing device, adapts said computing device to:

- vi. for each of a plurality of available employment positions, receive employment position data measuring a plurality of defined personality traits for suitable candidates for each of a plurality of employment positions from a plurality of employers;
- vii. store said received employment position data at said computing device;
- viii. receive individual candidate data, representative of a personality [traits] profile for [an individual] said candidate;
- ix. compare said individual candidate data with said employment position data to produce a list of potential employment positions for said individual candidate from said employment positions, said list identifying those of said employment positions for which defined personality traits, as reflected by said employment position data, match said individual candidate data;
- x. provide said list to said individual candidate.

19. (Amended) A computing device, for interconnection with a computer network, said computing device comprising:

- c. a processor;
- d. computer memory in communication with said processor;

said computer memory storing processor readable instructions adapting said computing device to:

- vi. for each of a plurality of available employment positions, receive employment position data measuring a plurality of defined personality traits for suitable candidates for each of a plurality of employment positions from a plurality of employers;
- vii. store said received employment position data at said computing device;
- viii. receive individual candidate data, representative of a personality [traits] profile for [an individual] said candidate;
- ix. compare said individual candidate data with said employment position data to produce a list of potential employment positions for said individual candidate from said employment positions, said list identifying those of said employment positions for which defined personality traits, as reflected by said employment position data, match said individual candidate data;
- x. provide said list to said individual candidate.

21. (New) The method of claim 3, wherein said questionnaire comprises a psychometric test to assess said personality profile.

22. (New) A method of matching employment seekers to available employment openings, comprising:

for each of said employment openings storing aggregate personality profiles, reflective of desired personality traits for that employment opening;

for each of said employment openings storing identifying information for that employment opening;

administering a questionnaire to an employment seeker;

assessing a personality profile of said employment seeker based on said questionnaire;

comparing said personality profile of said employment seeker to said stored aggregate personality profiles, to determine ones of said employment openings suiting said personality profile of said employment seeker;

identifying to said employment seeker, said identifying information of said employment openings suiting said personality profile of said employment seeker based on said comparing.

23. (New) The method of claim 22, wherein said questionnaire comprises a psycho-metric test to assess said personality profile.
24. (New) The method of claim 22, wherein said aggregate personality profiles for each of said employment openings is assessed using said questionnaire.
25. (New) A method of filtering access to a database of available employment opportunities, accessible by way of a data network, said method comprising:
  - for each employment opportunity, storing an aggregate personality profile, reflective of desired personality traits for that employment opportunity, and associated information about that employment opportunity;
  - providing a questionnaire to an employment seeker;
  - receiving responses to said questionnaire;
  - assessing a personality profile of said employment seeker based on said

responses;

comparing said personality profile of said employment seeker to said stored aggregate personality profiles, to determine ones of said employment opportunities suiting said personality of said employment seeker;

identifying to said employment seeker said employment opportunities suiting said personality profile of said employment seeker, and said associated information of said employment opportunities suiting said personality profile of said employment seeker, based on said comparing.

26. (New) A method of operating an on-line database service matching employment opportunities of various employers to employment seekers, said method comprising:

for each employment opportunity, receiving from one of said various employers, an aggregate personality profile, reflective of desired personality traits for that employment opportunity, and associated information about that employment opportunity;

storing said aggregate personality profile;

providing a questionnaire to an employment seeker;

receiving responses to said questionnaire;

assessing a personality profile of said employment seeker based on said responses;



comparing said personality profile of said employment seeker to said stored aggregate personality profiles, to determine ones of said employment openings suiting said personality profile of said employment seeker;

identifying to said employment seeker, said employment opportunities suiting said personality profile of said employment seeker, and said associated information of said employment opportunities suiting said personality profile of said employment seeker, based on said comparing.

27. (New) A computer readable medium, storing computer software that when loaded into a computing device, adapts said computing device to perform the method of claim 22.